



MINUTES

WOMEN'S COMMISSION
AUGUST 10, 2021
ATTEND VIRTUALLY

1. **CALL TO ORDER**
2. **ROLL CALL**

Members Present:

Voting Member Candice Flint
Voting Member Araseli Varela
Voting Member Fatima Van Hattum
Voting Member Gabriela Schwenker
Voting Member Vickie Gabin
Voting Member Kate Cleaver
Voting Member Carla Bachechi

Members Excused:

Voting Member Sascha Anderson
Voting Member Olivia Sloan

Others Attending:

Anna Cale, Clerk

3. **APPROVAL OF AGENDA**
4. **APPROVAL OF MINUTES**
 - a. Approval of Minutes from July 28, 2021 meeting

MOTION: moved, seconded by , to Motion to approve the minutes from July 28 made by Araseli, seconded by Gabriela. Minutes approved by Candice, Fatima, Vickie and Kate.

VOTE: The motion was on the following Roll Call vote:

For: None

Against: None

Abstain: None

5. ACTION ITEMS

- a. Election of Vice Chair for Women's Commission (Candice Flint and Anna C Pendas)

After brief explanation of the role of the vice chair, Vickie nominated Araseli and Fatima seconded the nomination. Candice, Araseli, Gabriela and Kate all voted to elect Araseli as the Vice Chair.

6. DISCUSSION ITEMS

- a. Discussion: Establishing a set of norms for ongoing meetings of this Commission (Candice Flint)

Candice: presentation of pre-work items to establish "norms" for the Women's Commission to support the work and establish a meeting culture. Candice's presentation opened to a discussion about comfort and trust within the Commission as well as courage to tackle difficult conversations and topics.

Stay engaged and present, give conversations your full attention and acknowledge the equity of air time and consider the time you take up and allow for others to contribute.

There were some clarifying questions and comments about the purpose and practical application of this set of norms.

Expect and accept discomfort and non-closure. The acknowledgement that discomfort can create growth.

Speak your truth – use "I" statements, agree to share thoughts and feelings based on our own experience, seek to learn more and understand others.

It was suggested that these norms be shared with guests as the meetings move to include more of a public presence (agenda note, handouts, note on website).

24-72 hour rule: we agree that if something shared causes concern or question, we agree to follow up with the person who made the statement within 24-72 hours, otherwise we agree to accept the statement as is.

There was some hesitancy to adopt the 24-72 hour rule as it may create some back-channel communication that builds upon the initial disagreement rather than dissolve it. Vickie suggested amending the language to make the follow up action less mandatory. Fatima added that



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this norm in particular felt “over-engineered” and doesn’t recognize that harm doesn’t work on a set timeline of a tight 24-72 hours.

It was indicated that this norm should be reframed to help address how the group will deal with conflict.

Araseli added that when we mediate conflict with girls we explore the intention and (vs.) the impact of any situation/conflict.

Anna shared that a former workplace of hers had an agreement that in moments of deep discomfort, they would honestly and respectfully call out or call in to encourage learning and growth. The option to "call in" allowed for others who were not directly impacted to support the discussion to clarify or educate rather than leaving that burden on the person(s) who were harmed by the statement.

The set of norms is not up for a vote to adopt at this meeting and plans to have further discussion and vote at the meeting on September 14th.

7. **MATTERS FROM STAFF**
8. **MATTERS FROM THE COMMITTEE**
9. **MATTERS FROM THE CHAIR**
10. **NEXT MEETING: September 14 2021**
11. **ADJOURN**

Anna Cale Pendas

Anna Cale Pendas (Aug 11, 2021 09:48 MDT)

Liaison

C Flint

Candice Flint (Aug 11, 2021 09:57 MDT)

Chair